Bridge To Work

A Work-Trial Program for Young Adults with Pediatric Onset Disabilities
Bridge To Work—Mission

• The Bridge To Work program supports transition to community based employment for young adults with pediatric onset disability by using the University of Michigan Ann Arbor Campus as a “vocational work trials laboratory.”
Collaborators

• The University of Michigan
  – Department of Physical Medicine and Rehabilitation
  – University of Michigan Human Resources
  – Additional approvals through the UM Office of General Counsel and UM Risk Management.

• Michigan Rehabilitation Services (the State of Michigan vocational rehabilitation agency)

• Washtenaw Intermediate School District (supporting transition to adulthood)

• Work Skills, Inc. (Rehabilitation agency specializing in vocational evaluation and support)

• College of Education, Michigan State University
Collaborators

• Ned Kirsch (PMR)
• Ed Hurvitz (PMR)
• Jim Rowan (PMR)
• Claudia Drossel (PMR)
• Abby Johnson (PMR)
• Steve Girardin (MRS)
• Jennifer Piatt (MRS)

• Jean Tennyson (UM HR)
• Anita Gibson (Work Skills)
• Jennifer Scott- Burton (Washtenaw ISD)
• Gloria Lee (MSU)
• Connie Sung (MSU)
Case example

• 19 year old man
  – GMFCS IV, MACS II, CFCS I
  – Graduated high school Regular Education
  – Enroll in UI—well known for accessibility

• UI provides funding and access to caregivers
  – Student must manage caregivers, schedule, etc.

• “Everything falls apart...”
7 Stages of BTW trial

Bridge to Work Stages

Clinical Review and Assessment

Vocational evaluation to assess aptitude and interests

Identification of a well-matched work trial site

Informational Interviewing

Job Shadowing

Work Trial

Transition to Community Employment
Examples of Work Trials

• Librarian’s assistant in the Undergraduate Library
• Assistant soft orthotic fitter in UM Orthotics and Prosthetics
• Journalist for University newspaper
• Plants operations—unskilled tasks, exposure to higher level tasks
• Rehab tech assistant for PT gym
Minnesota Theory of Work Adjustment

**Individual**
- Cognitive ability
- Work ability (aptitude, achievement, interest)
- Psychological status
- Interpersonal/social ability
- Values (self efficacy, motivation)

**Environment**
- Family support/perception
- Availability of job
- Other resources (vocational, non-vocational)

**Work outcome (match of work trial)**
- Satisfaction
- Satisfactoriness
Initial Assessment

- Patient interview
- Family interview if needed
- Assessment of motivation, goals, self-efficacy, and realistic self-assessment
- Review of existing educational and neuropsychological assessments
- Additional neuropsychological and psychological assessment if needed including: General Aptitude (i.e., IQ, memory, attention, executive functioning), patient and family “self-assessed” Executive Reasoning ability, Social Reasoning and Mood
Potential Measures

• Individual domain
  – Values:
    • Work-Related Values Checklist
    • Work Values Assessment and Research Activity
    • Rokeach Value
  – Work self efficacy:
    • Career Search Efficacy Scale (Solberg)
    • Career Decision Self-Efficacy Scale (Betz)
    • Career Decision Self-Efficacy Scale – Short Form
    • Career Decision-Making Difficulty Questionnaire (Gati)
    • Vocational Skills Self Efficacy (McWhirter)
Goals of Research

- Effective matching of participant and work site
- Impairment patterns that predict successful outcomes
- Relationships between work outcomes and quality of life
- Family support patterns that contribute to success
- Employment across the Developmental Life Span
Where will this Bridge lead?